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Article Summary: A young woman, Laura, was hired at a huge publishing company in New York. She was the copy editor for one of the many journals produced by the company. Laura worked along with seven other employees, and this team was working editing a journal including the Senior Editor named Tim. Laura was only working for this publishing company for about a month when she and her co-workers decided to go out for a happy hour get together. Laura and her fellow co-workers had an awesome time and had consumed a fair amount of alcohol during their get together. When they decided to head home, Tim the Senior Editor, went to out to get a cab and offered Laura to share it with her and she accepted. Ever since Laura started working for this company, Tim had been secretly interested in her. On their way home, Tim unexpectedly made an aggressive sexual move towards Laura. She was horrified and pushed him away and had told him to get out of the taxi. He was embarrassed and humiliated when slinked out of the cap.

The following day, Laura came to work frighten and all she had in her mind was to how to deal with Tim after all what happened. Would the cab incident impact her new job? Even though Tim was not her supervisor she was concern of getting fired because of her reaction in the cab. Tim went to see her and apologized to Laura for his inappropriate incident in the cab and he felt relieved right after his apology. Laura made the decision of not making the move to call the Human Resources Department and put a sexual harassment claim in towards Tim. She thought since Tim excused his bad behavior to her, she did not feel the need to continue talking about this awful topic. Laura felt that she was still a new employee and she was still learning the politics and rules of the company and providing herself as being a competent editor. She did not want bring a lot of negative attention to herself. But after awhile, everything got sketchy when every time Tim got the opportunity to be with Laura by himself, he would continuously apologize to her again. And again. He said to her that he was sorry about the incident at every opportunity he had for three months straight. Laura thought that getting so many apologies was awkward and irritating. When Tim first apologized to Laura, she said that it was OK and told him that they were going to move on from that, but after getting the sorrys after three months she got into a point where she asked him to stop apologizing, to no avail. After being extremely frustrated, Laura started telling a few co-workers about her unusual situation. For this type of dilemma these co workers lost respect for Tim.

Tim had sensed his co-workers differences towards him and that they knew about the behavior he had the night they all went out with Laura. The incident came out to be huge in the office, which the employees “in the know” saw, but did not depressingly acknowledge. In the mean time, Laura was tired of hearing Tim apologizing, and her feelings of discomfort were accumulating. Another editor position opened up in another journalist division of the same company, she applied right away and got transferred. She did not have to work with Tim anymore. But something happened to Laura, she did not like her new job because of the reasons of getting journal materials that were dull. Also, she did not work as well with her co-workers from her previous job (excepting Tim), which her life became to be miserable. On her new job, Laura realized that she really liked working in her previous journal division, and she regrets her decision just for avoiding the conflict with Tim by moving to the new job. She made an effort to seek some advice as to how to resolve the situation she was in, and decided to speak with the company ombudsman.

**Reflection:** from my perspective conflicts in a workplace, sometimes can be hard to find resolutions, but the first thing I would do is to try to investigate what Laura truly wants. She could be choosing a follow up the matter through the rights based to look a method for sexual harassment. But since she was in the position of not making the situation a public scandal, she assisted to a private Ombudsman so he would smooth the progress of conflict between her and Tim. It is a good thing that now days employers are taking an active role in reducing the risk of lawsuits by employing the services of an “ombudsman”: a neutral, confidential, and independent third party to handle employee complaints before they become lawsuits.